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Notice of Demurrer and Motion to Strike

CTV 464144

	Case 3:08-cv-03035-MHP Document 37-2 Filed 08/18/2008 Page 3 of 3
1	of Points and Authorities in Support of Defendant's Demurrer and Motion to Strike filed herewith,
2	and the pleadings and papers on file in this action.
3	Dated: July 30, 2007
4	1/1/1/1
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6	RONALDA. PETERS LITTLER MENDELSON
7	A Professional Corporation Attorneys for Defendant
8	AC SQUARE, INC.
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the basis of that information and belief alleges, that each of those defendants was in some

FIRST AMENDED COMPLAINT FOR RESTITUTION, DAMAGES AND INJUNCTIVE RELIEF

manner legally responsible for the events, happenings, injuries and damages alleged in this complaint.

- 3. In this complaint, when reference is made to any act of AC SQUARE, INC. (hereafter "AC") such allegations shall mean that the owners, officers, directors, agents, employees or representatives, of AC authorized, ratified, approved such acts, or negligently failed and omitted to supervise its employees and agents while engaged in the management, direction, operation or control of the affairs of the business organization and did so while acting within the course and scope of its employment or agency.
- 4. Plaintiff brings this action on his own behalf, and on behalf of all persons similarly situated. The class plaintiff represents consists of all persons who were employed by AC as cable television and computer technicians and who install, upgrade, disconnect and provide similar services to consumers who use the services and equipment of Comcast. Plaintiff KEATING worked as a technician and his job included the responsibilities to install, upgrade, disconnect and provide similar services to consumers who use the services and equipment of Comcast. Plaintiff was formerly employed by AC as a cable television and computer technician for the purpose of installing, upgrading, disconnecting and providing similar services to consumers who use the services and equipment of Comcast
- 5. There are well-defined common of questions of law and fact affecting the class
 Plaintiffs represent. The class members' claims against Defendants involve questions of common
 and general interest in that each and every class member worked as an installer of cable
 television and computer services to consumers who use the services and equipment of Comcast,
 were not paid for overtime, were paid on a piecemeal basis, did not receive rest breaks and meal
 breaks as required by California law, had the cost of tolls and other items deducted from their
 wages, were not reimbursed for gas, cellphone bills, parking tickets or vehicle maintenance or
 damage all of which involved or occurred while working for AC. In addition, AC failed to pay
 each class member wages during all hours that they worked. Accordingly, the facts supporting
 the claim for each class member is identical or substantially similar for Plaintiff and each
 member of the class and the alleged breach and claim of liability is identical or substantially
 FIRST AMENDED COMPLAINT FOR RESTITUTION, DAMAGES AND INJUNCTIVE RELIEF

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identical for each member of the class. These questions are such that proof of a state of facts common to the class representatives and to members of the class will entitle each member of the class to the relief requested in this complaint.

6. Plaintiff will fairly and adequately represent the interests of the class, because plaintiff is a member of the class and plaintiff's claims are typical of those in the class.

FIRST CAUSE OF ACTION

(VIOLATION OF BUSINESS AND PROFESSIONS CODE §17200)

- Plaintiff incorporates herein in haec verba all of the allegations, averments, and matters contained in paragraphs 1 through 6 above.
- 8. Business and Professions Code §17200 et seq. prohibits any business from engaging in unfair competition which it defines as any unlawful, unfair or fraudulent business act or practice and unfair, deceptive, untrue or misleading advertising including any act prohibited by Business and Professions Code §17500.
- 9. AC'S refusal to pay class members the wages due to them, improper deductions from class members' paychecks, and its refusal to pay overtime due are each separately and collectively unfair and unlawful business practices.
- 10. Each class member is entitled to restitution of all money in which they have an ownership interest which constitutes either (1) the failure to pay wages due or (2) the failure to pay overtime due or (3) the failure to pay for time spent while employed by AC.
- 11. Plaintiff and the class are entitled to an Order or Injunction, prohibiting Defendant from continuing to engage in the conduct alleged here.

SECOND CAUSE OF ACTION (VIOLATION OF LABOR CODE 2802)

12. Plaintiff incorporates by reference all of the allegations, averments and matters

FIRST AMENDED COMPLAINT FOR RESTITUTION, DAMAGES AND INJUNCTIVE RELIEF

13. While employed in the customary business of AC and in the direct consequence of their duties, class members were required to expend his or her own monies in direct consequence of the discharge of his or her duties, and in addition suffered losses to his or her own property for which Defendants must indemnify class members, including, but not limited to the purchase of a vehicle, vehicle maintenance, gas, tools, and equipment, including safety belts and other equipment.

THIRD CAUSE OF ACTION (FAILURE TO PAY OVERTIME WAGES)

- 14. Plaintiff incorporates by reference all of the allegations, averments and matters contained in paragraph 1 through 6 inclusive as if set forth at length herein in haec verba.
- 15. AC fails ands refuses to pay class members overtime for time worked in excess of eight hours per day or forty hours per week.
- 16. Labor Code 1198 provides that it is unlawful to employ persons for longer than the hours set by the Industrial Welfare Commission or under conditions prohibited by the applicable wage order.
- 17. At all times relevant herein, the Industrial Welfare Commission Wage Order No. 9-2001 (8 Cal. Code Reg. 11090) and Labor Code 510(a) applied to the employment of class members by Defendant. Said wage order and Labor Code section provide that any employee employed for more than 8 hours a day or 40 hours per week are to be paid at the rate on 1.5 times the normal hourly rate for hours in excess of 8 per day or 40 per week, and or double time under certain conditions.
- 18. Pursuant to Labor Code 1194(a), Plaintiffs are entitled to reasonable attorney's fees and costs.

FIRST AMENDED COMPLAINT FOR RESTITUTION, DAMAGES AND INJUNCTIVE RELIEF

19. Pursuant to Labor Code 558(a)(1), each class member is entitled to a civil penalty of \$50 for the initial work period that each class member was underpaid and \$100 for each successive period pay period that he or she was not paid overtime wages as required by law.

FOURTH CAUSE OF ACTION

(FAILURE TO FURNISH INFORMATION REQUIRED BY LABOR CODE 226) (ON BEHALF OF THE CLASS)

- 20. Plaintiff incorporates by reference all of the allegations, averments and matters contained in paragraph 1 through 6 inclusive as if set forth at length herein in haec verba.
- 21. This cause of action is brought by Plaintiff solely in his capacity as a representative of the class. Many of the class members have worked for Defendant within one year of the filing of this complaint.
- 22. Defendant has willfully refused to semimonthly or at the time of each payment of wages, furnish each of his or her employees, either as a detachable part of the check, draft, or voucher paying the employee's wages, or separately when wages are paid by personal check or cash, an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, and (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one
- 23. Each class member is entitled to a) is entitled to recover the greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per employee for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and is entitled to an award of costs and reasonable attorney's fees.
- 24. Defendant has, and if not enjoined may continue to (or resume) refuse and fail to comply with Labor Code 226(a). Further, Defendant does not provide former or current employees with FIRST AMENDED COMPLAINT FOR RESTITUTION, DAMAGES AND INJUNCTIVE RELIEF

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KEATING v AC SQUARE SM SUP CT: 464144

PROOF OF SERVICE

I, the undersigned, hereby declare that I am over the age of 18 years, and not a party to the within entitled action. My business address is 819 Eddy Street, San Francisco, CA. 94109. On the date indicated below, I served a true copy of the following document:

PLAINTIFF DANIEL KEATING-TRAYNOR'S FIRST AMENDED COMPLAINT

upon the following at the address(es) stated below:

RONALD ALLEN PETERS LITTLER MENDELSON 50 W SAN FERNANDO ST 14FL SAN JOSE, CA 95113-2431

[X]	\mathbf{BY}	MAIL,	by de	positing	true a	nd corre	ct copies	in	sealed	envelope	s in	the	United
States	Mail	in acco	ordanc	e with t	he usua	al mailing	practic	e of	this fi	rm.			

BY FAX, by transmitting via facsimile the document(s) listed	above to the	fax number set
forth below on this date before 5:00 p.m.		

BY PERSONAL SERVICE, By causing personal delivery of the document(s) listed above to the person(s) at the address(es) set forth below.

I am readily familiar with the firm's practice of collection and processing correspondence for mailing. Under that practice, it would be deposited with the U.S. Postal Service on that same day with postage thereon fully prepaid in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on August 31, 2007 at SAN FRANCISCO, California.

JAN J. BOANGER



ENDORSED FILED 1 RONALD A. PETERS, Bar No. 169895 SAN MATEO COUNTY LILANTIII P. RAVISHANKAR, Bar No. 243487 2 LITTLER MENDELSON DEC 0 5 2007 A Professional Corporation 50 West San Fernando Street 3 Clerk of the Superior Court 14th Floor J. Obaob San Jose, CA 95113,2303 4 DEPUTY CLERK Telephone: 408.998.4150 5 Facsimile: 408.288.5686 E-Mail: rpeters@littler.com 6 Attorneys for Defendant 7 AC SQUARE, INC. 8 SUPERIOR COURT OF THE STATE OF CALIFORNIA 9 COUNTY OF SAN MATEO 10 DANIEL KEATING-TRAYNOR, on Case No. CIV 464144 11 behalf of himself and all others similarly situated, 12 ANSWER OF DEFENDANT AC SQUARE TO PLAINTIFF'S UNVERIFIED FIRST Plaintiff. 13 AMENDED COMPLAINT ٧. 14 BY FAX AC SQUARE, DOES 1 THROUGH 600, 15 inclusive, Defendant. 16 17 Defendant AC SQUARE INC. ("Defendants") by their undersigned attorneys, hereby answer 18 the unverified First Amended Class Action Complaint of Plaintiffs as follows: 20 GENERAL DENIAL 21 Pursuant to California Code of Civil Procedure Section 431.30, Defendants generally and 22 specifically deny each and every allegation contained in each paragraph of the First Amended Class 23 Action Complaint and that they, or any of them, caused any damage or loss allegedly suffered by 24 Plaintill's or any member of the putative class or members of the general public. Defendants further 25 generally and specifically deny (1) that Plaintiffs are entitled to the relief requested, (2) that Plaintiffs 26 have been or will be injured or damaged in any sum, or at all, by reason of any act or omission on the 27 part of Defendants, or any of its past or present agents, representatives, or employees, acting in the 28

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ANSWER OF DEFENDANT TO FIRST AMENDED COMPLAINT

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extent of such failure, any damages awarded should be reduced accordingly.

(Failure to Mitigate Damages)

Plaintiffs and those similarly situated, if any, have failed to mitigate their damages and, to the

Document 37-4

Filed 08/18/2008

Page 4 of 14

Case 3:08-cv-03035-MHP

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Defendants' practice is and was not "unfair" within the meaning of Business and Professions

Code section 17200. Defendants' business practices have been at all times in compliance with

applicable State and Federal law.

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	Case 3:08-cv-03035-MHP Document 37-4 Filed 08/18/2008 Page 8 of 14								
1	TWENTY-EIGHTH AFFIRMATIVE DEFENSE								
2	(Conduct Not Fraudulent)								
3	Defendants' practice is and was not "fraudulent" within the meaning of Business and								
4	Professions Code section 17200. Defendants' business practices have been at all times in compliance								
5	with applicable State and Federal law.								
6	TWENTY-NINTH AFFIRMATIVE DEFENSE								
7	(Conduct Not Likely to Mislead Public)								
8	Defendants' practice is and was not likely to mislead the public within the meaning of								
9	Business and Professions Code section 17200. Defendants' business practices have been at all times								
10	in compliance with applicable State and Federal law.								
11	THIRTIETH AFFIRMATIVE DEFENSE								
12	(Absence of Intent)								
13	Plaintiffs' claims are barred by the absence of intent on the part of the Defendants to engage								
14	in the conduct alleged to be in violation of State laws.								
15	THIRTY-FIRST AFFIRMATIVE DEFENSE								
16	(Lack of Causation)								
17	No act or omission on the part of the Defendants caused in fact, or proximately caused, the								
18	harm alleged to have been suffered by Plaintiffs or members of the general public.								
19	THIRTY-SECOND AFFIRMATIVE DEFENSE								
20	(Due Process Violation)								
21	Plaintiffs' Class Action Complaint is barred in whole or in part by the due process clause of								
22	the United States and California Constitutions in that it seeks monetary relief on behalf of absent								
23	parties.								
24	THIRTY-THIRD AFFIRMATIVE DEFENSE								
25	(Due Process Violation)								
26	Plaintiffs' application of the California Unfair Competition Law here violates constitutional								
27	due process because it cannot reasonably be determined what conduct is required or proscribed by the								
28	Unfair Competition Law.								

THIRTY-FOURTH AFFIRMATIVE DEFENSE

(Due Process Violation)

Plaintiffs' claims on behalf of the general public violate Defendants' due process rights to the extent the general public will not be bound by the outcome of this proceeding.

THIRTY-FIFTH AFFIRMATIVE DEFENSE

(No Threat of Immediate Harm)

No threat of immediate harm exists sufficient to support Plaintiffs' request for injunctive

THIRTY-SIXTH AFFIRMATIVE DEFENSE

(Adequate Legal Remedy Available)

Plaintiffs' causes of action, and each of them, and their injunctive remedies, are barred in light of the fact that Plaintiffs and the members of the general public have an adequate remedy for the wrongs alleged.

THIRTY-SEVENTH AFFIRMATIVE DEFENSE

(Release of Claims)

To the extent alleged members of the putative class and/or representative action have signed a release encompassing claims alleged in the First Amended Class Action Complaint, their claims are barred by that release.

THIRTY-EIGHTH AFFIRMATIVE DEFENSE

(Recovery of Civil Penalties Unconstitutional)

Although Defendants deny that they have committed or have responsibility for any act that could support the recovery of civil penalties in this lawsuit, if and to the extent any such act or responsibility is found, recovery of civil penalties against Defendants is unconstitutional under numerous provisions of the United States Constitution and the California Constitution, including the excessive fines clause of the Eighth Amendment, the due process clause of the Fifth Amendment and Section 1 of the Fourteenth Amendment, the self-incrimination clause of the Fifth Amendment, and

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sustained because an award of exemplary or punitive damages under California law that is not subject to a definite and reasonable predetermined maximum limit that a jury may impose would violate Defendants' due process rights guaranteed by the Fourteenth Amendment to the United States Constitution, and by analogous provisions of the California Constitution.

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FORTY-SECOND AFFIRMATIVE DEFENSE

(Due Process and Equal Protection Violations)

The claim of Plaintiffs for exemplary or punitive damages against Defendants cannot be sustained, because an award of exemplary or punitive damages under California law by a jury that (1) is not provided a standard of sufficient clarity for determining the appropriateness, or the appropriate size, of a exemplary or punitive damages award, (2) is not adequately instructed on the limits on exemplary or punitive damages imposed by the applicable principles of deterrence and punishment, (3) is not expressly prohibited from awarding exemplary or punitive damages, in whole or in part, on the basis of invidiously discriminatory characteristics, including the corporate status of Defendants, (4) is permitted to award exemplary or punitive damages under a standard for determining liability for exemplary or punitive damages that is vague and arbitrary and does not define with sufficient clarity the conduct or mental state that makes exemplary or punitive damages permissible, and (5) is not subject to adequate judicial review for reasonableness and furtherance of legitimate purposes on the basis of objective standards, would violate Defendants' due process and equal protection rights guaranteed by the Fourteenth Amendment to the United States Constitution and the double jeopardy clauses of the Fifth Amendment as incorporated into the Fourteenth Amendment, and by analogous provisions of the California Constitution.

FORTY-THIRD AFFIRMATIVE DEFENSE

(Due Process Violation)

The claim of Plaintiffs for exemplary or punitive damages against Defendants cannot be sustained, because an award of exemplary or punitive damages under California law for the purpose of compensating Plaintiffs for elements of damage not otherwise recognized by California law would violate Defendants' due process rights guaranteed by the Fourteenth Amendment to the United States Constitution, and by analogous provisions of the California Constitution.

FORTY-FOURTH AFFIRMATIVE DEFENSE

(Constitutional Violations)

The claim of Plaintiffs for exemplary or punitive damages cannot be sustained because an award of exemplary or punitive damages under California law without the same protections that are Firmwide:83766306.1 047098.1008 10.

accorded to all penal defendants, including protection against unreasonable searches and seizures, double jeopardy and self incrimination and the rights to confront adverse witnesses, a speedy trial and the effective assistance of counsel would violate Defendants' rights under the Fourteenth Amendment to the United States Constitution and the Fourth, Fifth, and Sixth Amendments as incorporated into the Fourteenth Amendment, and Defendants' rights under analogous provisions of the California Constitution.

FORTY-FIFTH AFFIRMATIVE DEFENSE

(Due Process Violation)

Any award of exemplary or punitive damages against Defendants under the circumstances of this case would violate Defendants' due process rights guaranteed by the Fourteenth Amendment to the United States Constitution and the Fourth, Fifth, Sixth and Eighth Amendments as incorporated into the Fourteenth Amendment, and by analogous provisions of the California Constitution, because the award would be an arbitrary and unreasonable deprivation of Defendants' property.

FORTY-SIXTH AFFIRMATIVE DEFENSE

(Due Process Violation)

Any award of exemplary or punitive damages against Defendants under the circumstances of this case would violate Defendants' due process rights guaranteed by the Fourteenth Amendment to the United States Constitution and the Fourth, Fifth, Sixth and Eighth Amendments as incorporated into the Fourteenth Amendment, and by analogous provisions of the California Constitution, because Defendants were not given fair notice as to what conduct may subject them to punishment due to the impermissibly vague, imprecise and inconsistent California state law regarding the award of exemplary or punitive damages and due to the vagueness of the Unruh Act and statutes sued upon.

FORTY-SEVENTH AFFIRMATIVE DEFENSE

(Unconstitutional Excessive Fine)

Any award of exemplary or punitive damages would violate Defendants' constitutional rights under the excessive fines clause in the Eighth Amendment to the United States Constitution as

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3. That Defendants be awarded its reasonable costs and attorneys' fees; and For such other and further relief as the Court deems just and proper.

LITTLER MENDELSON A Professional Corporation

Attorneys for Defendant

AC SQUARE, INC.

Dated: December 5, 2007

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ANSWER OF DEFENDANT TO FIRST AMENDED COMPLAINT